



How to Build Language Justice

Cómo construir la justicia del lenguaje



Jessica E. Martinez

Co-Executive Director, National COSH
Co-Directora Ejecutiva de COSH Nacional

The National Council for Occupational Safety and Health

El consejo nacional de salud y seguridad ocupacional



National COSH is the coordinator of the COSH Network.

SHARED MISSION: building the power of workers to assert their right to earn their living with respect and free from harm and abuse. We do this through leadership development, education, organizing, advocacy, and taking action!

COSH Nacional coordina la Red de COSH.

MISIÓN COMPARTIDA: desarrollar el poder de los trabajadores para hacer valer su derecho a ganarse la vida con respeto y libres de daños y abusos. ¡Hacemos esto a través del desarrollo de liderazgo, la educación, la organización, la defensa y tomando acción!



Imagine....





What is language justice?

- the right everyone has to communicate in the language in which we feel most comfortable.
- one of the key components of both racial and social justice.
- all languages are given equal space at an event.

Que es la justicia de lenguaje?

- *el derecho que todos tenemos de comunicarnos en el idioma en el que nos sintamos más cómodos.*
- *uno de los componentes clave de la justicia racial y social.*
- *todos los idiomas tienen el mismo espacio en un evento.*

Tools for Building Language Justice

Herramientas para construir la justicia de lenguaje

➤ Interpreters and interpreting equipment

Intérpretes y equipo de interpretación

- Consecutive interpretation

Interpretación consecutiva

- Simultaneous interpretation

Interpretación simultánea

- Remote Interpreting

Interpretación Remota

➤ Translators and Comprehensive Written Translation

Traductores y traducción escrita integral





Language Justice · Justicia del Lenguaje

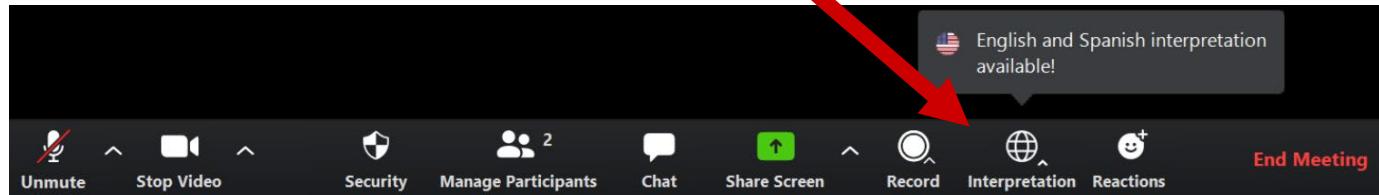
- One person speaks at a time · *Una persona habla a la vez*
- Speak at a moderate pace · *Habla a un ritmo moderado*
- Speak in a loud voice · *Habla con voz fuerte*
- Pay attention to messages on the chat · *Presta atención a los mensajes del chat*

<<< SLOWER · MÁS LENTO >>>
↑↑↑ LOUDER · MÁS ALTO ↑↑↑
ONE PERSON AT A TIME · UNA PERSONA A LA VEZ
- Please explain acronyms · *Por favor explica los acrónimos*
- If you have any interpretation tech issues, please send a message to Jessie on the chat · *Si tienes problemas con tecnología de interpretación, envía un mensaje a Jessie en el chat*
- For bilingual folks, please don't switch languages within the same sentence.

English · *Español*

Soon, you will see a globe  in the bottom of your screen

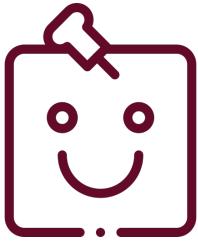
Pronto, verás un globo  en el fondo de tu pantalla



Click on “Interpretation” and
choose “English”

*Haz clic en “Interpretación” y
escoge “Español”*





Rename yourself / Cambia tu nombre:

If you prefer English, use an “@” as the first letter and then add your name.

Si prefieres español, usa “#” como la primera letra y luego agrega tu nombre.

*Only if you don't have a preference, use * as the first letter and then your name.*

Participants (27)

A Andrea (yo) Silenciar Renombrar

NM
SE
S

Participants (1)

marianela (Host, me) Mute More

2

Rename

Enter new name here:
@Marianela Acuña Arreaza

Cancel Rename

Rename

Enter new name here:
#Jessie Cruz

Cancel Rename



Multilingual Space: Combining bi-directional simultaneous interpreting with comprehensive document translation and multilingual facilitation, in order to integrate cross-race efforts in [multiple languages], shifting power away from traditionally dominant cultural norms...and intentionally using language to collectively build political analysis and cross-race allies among grassroots leaders.

Espacio multilingüe: La combinación de la interpretación simultánea bidireccional con la traducción completa de documentos y la facilitación multilingüe, con el fin de integrar los esfuerzos interraciales en [varios idiomas], alejando el poder de las normas culturales tradicionalmente dominantes ... y deliberadamente utilizando el lenguaje para construir colectivamente el análisis político y aliados interraciales entre los líderes de base.

- Alice Johnson

Few scenarios on the road to language justice

Pocos escenarios en el camino hacia la justicia del lenguaje

Language dominance firmly intact

VS.

Fostering equitable cross-language communication.

Dominio del idioma firmemente intacto

VS.

Fomentar la comunicación equitativa entre idiomas.



Nuts and bolts of building a multilingual space

LAS PRÁCTICAS BÁSICAS PARA LA CONSTRUCCIÓN DE UN ESPACIO MULTILINGÜE

- Make a commitment to allocate resources for providing skilled interpreters, translators, and equipment..
 - Note: bilingual people need training and experience to become skilled interpreters!
 - Create strategies for doing outreach and publicity in communities that communicate in the languages represented at the event.
 - As you are planning the event, make sure that presenters and facilitators will communicate in all languages represented at the event—not just the dominant language.
-
- *Comprométase a asignar recursos para proporcionar intérpretes, traductores capacitados, y equipo..*
 - *Nota: ¡las personas bilingües necesitan capacitación y experiencia para convertirse en intérpretes calificados!*
 - *Crear estrategias para hacer divulgación y publicidad en las comunidades que se comunican en los idiomas representados en el evento.*
 - *Mientras planifica el evento, asegúrese de que los presentadores y facilitadores se comuniquen en todos los idiomas representados en el evento, no solo en el idioma dominante.*

Ongoing ways to support language justice

MANERAS DE SEGUIR APOYANDO LA JUSTICIA DEL LENGUAJE

- When you are in a room where multiple languages are spoken, stand up for language justice.
- Language justice work is long-term work! Keep bringing it up. Wherever you are. In museums, art spaces, community meetings, performances and more.
- If you're already doing or offering interpretation and want to think more about language justice, commit to learning more about what it takes to create multilingual spaces.
- *Cuando esté en una sala donde se hablan varios idiomas, defienda la justicia de lenguaje.*
- *¡El trabajo de justicia de lenguaje es un trabajo a largo plazo! Sigue mencionándolo. Donde quiera que estés. En museos, espacios de arte, reuniones comunitarias, espectáculos y más.*
- *Si ya está haciendo u ofreciendo interpretación y quiere pensar más sobre la justicia de lenguaje, comprométase a aprender más sobre lo que se necesita para crear espacios multilingües.*



Language Justice contributes to leadership development

Justicia de lenguaje contribuye al desarrollo del liderazgo





Resources

Recursos

- **Antena Aire (Many Resources):**
<http://antenaantena.org/language-justice/>
- **Best practices for interpreting with LJ framework:**
https://docs.google.com/document/d/1pFF_Jaf9uiPDMJ_snXbPRBpn7WmAXf71EV8EaHXg_A4/edit
- **Checklist - building multilingual spaces:**
<https://docs.google.com/document/d/1MR4MbGV91cG0ln1mOttdG-QWog-3X19XbzREFMU97X4/edit>
- **Multilingual Video Conferencing Guidelines:**
https://docs.google.com/document/d/1H4imltViFzeMb33nHE9XRui9kKchDGL9jvx28e_M9AU/edit

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The screenshot shows the homepage of the National Council for Occupational Safety and Health (COSH). At the top left is the COSH logo, which includes a circular emblem with three figures and the text "NATIONAL COUNCIL FOR OCCUPATIONAL SAFETY AND HEALTH". To the right of the logo is the text "COSH". The top navigation bar features icons for a brain, a chart, a football, a fist, a pencil, and a network. Below the navigation bar is a search bar with links to "SEARCH", "CONTACT US", "PRESS ROOM", and "EN ESPAÑOL". A "Donate" button and social media links for Twitter, Facebook, Instagram, and Email are also present. The main heading "NATIONAL COUNCIL FOR OCCUPATIONAL SAFETY AND HEALTH" is prominently displayed. Below the heading is a sub-headline "Leading the fight for safe and healthy workplaces". A navigation menu below the main heading includes links to "ABOUT", "TAKE ACTION", "NEWS", "CORONAVIRUS", "RESOURCES", "CAMPAIGNS", "CONFERENCE", and "WORKERS' MEMORIAL WEEK". The central content area features a dark banner with the text "STAND UP FOR SAFETY" and "CAMPAIGNS BY AND FOR WORKERS". Below this banner is the subtext "WORKER LED ACTIONS DURING THE COVID-19 PANDEMIC". To the left of the banner is a photo of a protest, and to the right is a photo of workers wearing masks. On the far right is a circular graphic with the text "New OSHA Guidance on COVID-19 for Workers and Employers". At the bottom of the page are navigation controls for "Resume", "Previous", and "Next", along with a page number indicator showing "4" of 6. A "Tweets by @NationalCOSH" section is at the bottom right, along with a "COSH Network Retweeted" link.